

The American Church *in London*



ANNUAL REPORT

January – December 2009

The **American Church in London** is a Christ-centered community of faith in the heart of this city, open to all people seeking Christ's touch and blessing.

A healthy church is built on Jesus Christ and expressed through *fellowship, worship, discipleship* and *mission*. And so as God's church we live to fellowship sincerely, worship actively, grow in our knowledge and understanding of Jesus, and to offer ourselves in service to this community and the world.

The American Church *in London*



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Rev. John A. D'Elia, PhD, *Senior Minister*

Stephanie Kremmel, *Director of Student Ministries*

Tony Baldwin, *Director of Music*

Dear ACL Family,

Greetings in the name of Jesus Christ, the one who draws us together and gives us a sense of purpose and calling to serve as his people!

It has been an eventful year, filled with challenges and blessings and new opportunities for ministry. In this document you'll read some reports from leaders within our church—men and women who have responded to God's call in important ways as we continue to learn how to be a faithful church. As I have read through these myself I'm reminded of the litany shared in some churches:

God is good! *God is good!*
All the time! *All the time!*

We have certainly experienced God's goodness in this church over the past year. Starting with the opening of our Cold Weather Shelter last January, we saw tremendous growth in our capacity to serve our community—to share God's provision to us with others who were in need. What a great experience that was!

As we said goodbye to Kate Obermueller after two wonderful years here, we welcomed Stephanie Kremmel as Director of Student Ministries. Energized by a fantastic group of volunteer teachers and helpers, we've seen huge growth in children's Sunday School and in our youth groups. Young people are being loved, having fun, and catching a glimpse of God's amazing care for them, which is the point of student ministries. Our kids have led us in worship in the Junior and Youth choirs, under the direction of Joanna Davies, and in June we saw two of our young people preach the gospel on Youth Sunday.

The economic crisis was keenly felt by people within our congregation, and we lost a few recent arrivals who had to move back to the States unexpectedly. But in the midst of that, as you'll see in the financial report, giving has remained faithful and solid throughout the year. It is this consistent partnership that has made the growth in ministry here possible. We've been able to make improvements to the church building, and more are on the way, and we've also made repairs and refurbishments to the manse that allow us to enjoy it as a gathering place. You will hear soon how we will finally upgrade the means of access to our church building so that all people can participate in the life of this community.

The Latchcourt room-hire business is an important piece of the overall picture of how ACL operates, and any celebration of the past year has to include thanks to Monty Strikes for his hard work. Latchcourt still provides about half of the church's income, and helps us build relationships with the surrounding community. Thanks, Monty!

Behind the scenes there are some volunteers who help make this place go, but who won't show up in any reports. Dick Biddick helps to assemble the bulletins and prepares the Sanctuary for worship each week. David Smith arrives early Sunday mornings to set up the Main Hall and help make the front of the church presentable, no matter what Saturday night's revelers leave behind. It's a hard job, but hopefully not a thankless one! Thanks to both of you for your faithful service.

Over this past year we were blessed to have Olivia O'Neill and MaryAnn Barlow take on part-time interim roles in the church office. This gave us time to think about what the church secretary position should look like as we move forward, and also allowed us to wait for the right person to become available. We welcomed Jhoana Serna in November, who now manages the office, creates our bulletins and other communications, and assists Monty in the management of Latchcourt.

This past autumn Stephanie and I attended a handful of new expatriate events, and met some great new people who have made ACL their church home. Our Thanksgiving potluck, organized by Julie D'Elia and Vicky Jones (again with the assistance of a great group of volunteers), was attended by more than 130 people. All season we've enjoyed a string of fantastic events which have drawn us together as a community: the Welcome Back Picnic, Stewardship Sunday, Thanksgiving Day at St. Paul's Cathedral, Advent Action Day, and the Santa Party and Christmas Open House at the manse. More are on the way for the coming year.

As we look ahead there are some wonderful things in store for our church. The Children's Sunday School is starting a new curriculum called "*Camp Iwilligoway*", the Adult Bible Study will continue to wrestle with what the Bible teaches about faith, wealth and the good life. Our youth groups will continue to reach out to young people who are hungry for connection and spiritual growth. We'll broaden our experience of worship as we learn more songs and experiment with different forms, old and new. The Cold Weather Shelter has started again, with new and returning volunteers making the most of their opportunity to serve. Your mission committee is making plans for us to reach out together in some exciting ways—stay tuned for details. See what I mean?

It's great when a letter about the life of the church is abandoned, rather than finished. There is so much more I could say, but there simply isn't room. Maybe the best way to end this is with the same reminder I shared in the beginning. As we reflect on how God has grown us and shaped us over this past year, and as we look ahead to where we're going next, what I really want to say is this:

God is good! *God is good!*
All the time! *All the time!*

God bless you and keep you,

John

**Report from the
Church Council President
David Brush**

In 2009, ACL continued to build on the positive momentum that has been witnessed since the arrival of John D'Elia as Senior Minister, and we find ourselves in a stronger position in all areas than we have in many years.

Financially, we enter 2010 in a sound condition with a healthy cash reserve on the back of two full years with balanced budgets. The foundation on which this performance has been built is also very strong as our expenses are well controlled, our Latchcourt rental business has defied the odds and performed well above expectations in a very difficult operating environment, thanks in large part to the great work put in by Monty Strikes, and our pledge income has held up well and even grown slightly in a spite of the difficult economic conditions thanks to the generosity of the congregation.

Attendance on Sundays has grown steadily during John's tenure and has now stabilised at between 125 and 150 on a normal Sunday. While we continue to pursue ways to increase the size of the congregation, we are pleased with the progress we achieved last year and are confident that with your help we can continue to build our numbers.

Our Christian Education programs have continued to blossom as Stephanie has built on the good work started by Kate Obermuller and we now have over 70 kids and teens regularly involved in various programs. In addition to Stephanie and Kate, we owe a debt of gratitude to Sherry Price and Julie D'Elia for their dedication and commitment to the Christian Education programs at ACL which has directly contributed to its success.

With respect to Mission programs and projects, we have instituted a tithing policy, strengthening our commitment to Mission at ACL, we have expanded our direct programs with the addition of the Cold Weather Shelter and we have added support of International Justice Mission UK to our traditional support of the Soup Kitchen and the URC Mission Fund.

Finally, we have continued to invest in our various facilities with refurbishment work completed at Buckingham Mansions, the Manse and the Church building. All of these facilities are quite old and require constant attention. The details of these efforts are provided in detail in the Facilities Report. The most significant undertaking for 2010 will be the work on the Church building to ensure compliance with the DDA (Disability Discrimination Act) and to generally improve the accessibility of the facility for disabled members and Latchcourt patrons. These plans are also covered in more detail in the Facilities Report.

I hope you will agree after reading this report that after a few difficult years, your church is now once again in a strong position with a great deal of positive momentum. The Council will continue in 2010 to seek ways in which we can further strengthen ACL and ensure that the Senior Minister has the resources to pursue his vision for the congregation.

Report from Student Ministries and Christian Education

Stephanie Kremmel and Sherry Price

What an exciting year this has been for children and youth ministry at ACL!

Our Sunday School classes are overflowing with energy each week as our committed teams of teachers continue to serve and teach. Our 3-7 year olds are learning what it means to worship through our Children and Worship curriculum. Each week they hear a different story from the Bible told by gifted storytellers who skilfully create space for kids to enter into and interact with Scripture. Our 8-12 year olds have just finished a ten-week adventure with our *Flipt* curriculum in which we learned how Jesus flips our lives around. We are excited to launch *Camp Iwilligoaway* in January where we will learn more about King David and his heart for God – nothing like pretending to be at summer camp in the middle of winter!

In the past three months we have launched three different youth fellowship groups in Saint Johns Wood. Every other Friday evening our 5th and 6th graders gather at the Scout House for games, pizza, and Bible study. There's never a lack of energy or enthusiasm in this group! The 7th and 8th graders gather every other Wednesday in a local home where we share a meal together, learn about God, ask good questions, and usually play some sort of crazy game. The high school group of nearly 20 students meets every Sunday evening in a local home. It has been a blessing to see this group of students come together over the dinner table each Sunday as we continue to build new friendships and talk about our faith. I'm looking forward to kicking off this next year with so much momentum in our youth community! A big thank-you to all the parents who have provided homes and food for these groups of students!

In addition to the youth fellowship groups, we have also begun a Confirmation course for teenagers at ACL. Our group of seven students will meet for ten classes throughout the winter to learn, discuss, and practice what it means to be a Christian in today's world. In the spring we will confirm this wonderful group of students and welcome them into this next step of discipleship.

2009 was a great year for children and youth ministry here at ACL. We are truly blessed with an abundance of adults who care about kids and who gladly give of their time and talent to share the Gospel in this way.

Report from the Director of Music

Tony Baldwin

Our choirs have enjoyed another successful year. The Adult Choir has fielded good attendance and sung consistently well at Sunday Worship and occasional extra services. The Thanksgiving Service at St. Paul's Cathedral saw one of the best choral attendances in several years, and the augmented choir's contribution to the service drew many favorable comments.

Our Youth Choir has had several outings and has sung well at each. The highlight of their year was the early December Carol Service where, in addition to their own numbers, they combined to great credit with the adults in the carol, "the holly and the ivy", in a spirited arrangement by John Gardner. Sincere thanks go to Joanna Davies, who has carefully nurtured and rehearsed the Youth Choir through another year. We look forward to future opportunities to amalgamate the two choirs.

On a more sombre note, we have been very sad to lose Judith Ward Hall from our ranks. We have enjoyed her personality and her fine musicianship in the Soprano section over several years, and feel her absence keenly. Our best wishes go to her, to Rod and the children as they begin a new phase of their lives in San Francisco.

As we move into 2010, choir recruitment will be a priority; although we cannot replace Judith, we can certainly endeavor to ensure that the choir loft is more densely populated than it has been in recent times!

Report from Fellowship Ministries

Vicky Jones

2009 was a great year for Fellowship. Our first major event was Talent Night and we had more than 20 performances ranging from singing to pirate jokes to group samba dancing. We had record attendance on the night as we enjoyed the varied talents of our congregation. We said goodbye to several ACL families and Kate Obermeuller at the Farewell Luncheon in June. Many thanks to Julie D'Elia and our volunteers who made the day so special as we said our goodbyes. The 4th of July picnic in Regents Park was a new event for 2009. We snagged a great spot in the park and enjoyed a warm Summer evening of ex-pat fun. The Welcome Back Picnic was cold and windy but we made it out for a super afternoon. We even had a new sport - extreme kite flying (it was very windy!). In October we had a small group outing to Tate Britain to enjoy art, music and fellowship. This was the first group event outside of the normal Fellowship calendar and we hope to schedule more of these cultural outings in the next year. Quiz Night was postponed due to a hectic Autumn but will reappear in its new spot in January. We had another fantastic Thanksgiving Lunch. Many thanks to our volunteers and cooks for making the day a huge success. We ended out the year decorating the church for Christmas on Advent Action Day. We enjoyed Zena's delicious cookies as we decorated the tree, learned to make bows, and made ornaments (thanks kids!). A big thank you to our volunteers who make these wonderful events possible.

Report from Worship Ministries

Mary Freeman

Worship is what brings us all together at the American Church in London. Some of our members focus on Christian Education and others on mission activities, but it is at the Sunday morning services where we all come together to pray and sing and worship God. The number of people coming to church has been slowly increasing; attendance on the first Sunday of Advent was a robust 141. We anticipate these solid numbers to continue as more families are joining us in worship. It is a joy to see so many new eager and excited children with their parents in church. As well as welcoming new members, we are also a church that says a lot of goodbyes; because of the current economic situation we have said farewell to many families that have contributed a great deal to our church family. These comings and goings are all signs of a healthy church. Music is an integral part of our worship service, and the beautiful music provided by the senior and children's choirs is a key part of our service. Every Sunday, the senior choir bless us with a varied selection of hymns and anthems. The children's choirs are wonderful and enthusiastic, and always leave us with a smile and gratitude for this ministry. Finally, a small, but important, part of worship is the flower ministry. Marshal Lawhon is tireless in keeping our sanctuary looking lovely with her beautiful arrangements that have been contributed by members of the congregation.

Report from Mission Ministries

Connie Jackson

The work of the Mission Committee of the American Church in London (ACL) continued to expand in 2009. According to the homelessness charity Broadway, the borough of Camden (where ACL is located) has the highest number of homeless residents of the five London boroughs. As a result, reduction of homelessness and food poverty is the focus of much of ACL's local mission work. ACL also strives to contribute, where it can make a difference, to global mission work as part of the overall mission. It is the objective of the Church Council to "tithe" for our mission budget, allocating 10% of our revenues to mission-related work.

Soup Kitchen ("Whitefield Corporation")

The Soup Kitchen (SK) remains ACL's flagship outreach initiative. Funding of £8,000 is allocated to the Soup Kitchen out of the Mission Committee budget; this represents about 15% of the SK's total budget.

The Cold Weather Shelter ("C4WS")

The Cold Weather Shelter (CWS) is a new initiative that was approved by the Council in 2008 and launched in January 2009. Funding of £1,500 was allocated from the Mission budget for C4WS. The CWS is a collaborative effort organized by the Community of Camden Churches Cold Weather Shelter (C4WS) and overseen by CARIS Camden with the aim to provide dinner, overnight shelter and breakfast for a group of homeless men and women who are waiting for a change in their circumstances, be it permanent accommodation, employment or immigration status. ACL is one of 7 churches that provide shelter one night per week; ACL operates the CWS on Wednesday nights. Kate Obermueller and John D'Elia coordinated the initiative for ACL. Volunteer support was very strong: from Wednesday, 5th January until 25th March 2009 120 volunteer slots covered including preparing meals, setting up and serving up to 15 guests per night. 90 guests stayed at the CWS: 44 were re-housed, 6 were banned from the programme, 36 disengaged (left the shelter, did not turn up or found alternative shelter) and 4 could not be assisted. We will begin the CWS for winter 2010 on Wednesday, 6th January through to the 31st March 2010.

Other Projects

- Youth Outreach
- International Justice Mission (£1500)
- Habitat for Humanity (£1,000)
- World Harvest/Oli Smith (£100)
- United Reform Church Mission & Ministry Fund (£15,500)

Report from Personnel

Mary Langford

The Personnel Committee has been very quiet this year. The Committee has decreased in size with the year-long absence from ACL of Dena Lee and Larry Crooke, and the transfer this past summer of Dick Custin to Afghanistan. No replacements have been sought.

Rev. Dr. John D'Elia, Senior Pastor, is now well established in his role at ACL and has assumed full responsibility for management and recruitment of ACL and Latchcourt staff, supported primarily by the Council President and the Treasurer when budgetary matters arise. During 2009 this included the hire three new ACL staff members. The two part-time temporary secretaries were replaced by a full time secretary, Jhoana Serna, and an additional suitably qualified and experienced child minder, Sonia Ramos, has been hired for Sunday mornings to ensure ACL is compliant with local childcare requirements. The temporary accountant engaged in 2008 has continued to serve as a consultant to ACL. The new Director of Youth Ministries, Stephanie Kremmel was recruited to replace Kate Obermeuller who left in August.

The Senior Pastor has taken the appropriate measures required by changes in UK legislation to enable ACL to apply for work permits for pastors. (Tier 2 Sponsorship) This was done to enable Stephanie Kremmel to come to ACL, but would apply to future employees who also comply.

Because funds earmarked for the hire of a part-time Business Manager were not used, the Personnel expenditure was well below the budgeted amount for 2009. This has enabled the Council to review and approve adjustments to salaries and benefits for some members of staff.

Report from Facilities

Interim, David Brush

ACL owns three properties in London and has an agreement with the URC to use the Church Facility in Tottenham Court Road whereby we are responsible for the maintenance of the facility. The detail of ACL's program with respect to each of these facilities is provided in the following report.

Stuart Tower Manse

ACL owns a unit in this mansion block in Maida Vale which is provided to the Associate Pastor during their tenure at ACL. We are responsible for interior maintenance of the unit, which we undertake on a regular basis, and our share of the refurbishment expenditures for the building as a whole. There were no major refurbishment costs for the facility for 2009 whereas in 2010, the building manager will complete a window replacement and electrical refurbishment. ACL's share of the cost will be £5,000. There are no other major issues with respect to this facility.

Buckingham Mansions

ACL owns a unit in this Mansion block in West Hampstead which is rented to a third party and provides an income stream to the church. As with the unit in Stuart Towers, ACL is responsible for the interior maintenance and its share of the refurbishment expenditures for the building as a whole. There were no major expenditures for the building in 2009 and none are expected for 2010. The unit went through a major refurbishment three years ago and we continue to perform routine maintenance/upgrades as necessary. During 2009, we engaged Heathgate, a professional property management company to act on our behalf with respect to leasing, property management and all legal/compliance aspects of ownership. We have been very pleased with Heathgate's performance to date. The unit has been consistently leased for the past several years.

Parkhill Road Manse

ACL owns a freehold interest in a multi unit house on Parkhill Road in Belsize Park. The ground floor unit is provided to the Senior Minister during his tenure at ACL. The upper floor units are rented to third party tenants and provide an income stream to the church. As freehold owner, we are responsible for the maintenance and upkeep of the building, some of which we recover from service charges to the tenants. During 2009, we made several improvements to the Minister's flat including replacement of ground floor windows and doors and a new kitchen for a cost of £15,000. In 2010 we plan to have a structural survey completed on the building to assist the Council in preparing a long term facilities budget. The two upper units have been consistently leased on a long term basis.

Church Facility-Tottenham Court Road

ACL has an agreement with the URC which grants us the right to use the Whitefield Memorial Church on Tottenham Court Road. In exchange, we maintain the facility and make an annual contribution to the URC Mission Fund. In recent years, by utilizing the resources of the church and through the generous contributions of church members, most notably the eagle scout candidates in our congregation, we have undertaken many improvement projects including, painting the choir room, the club room, the crèche and the lower ground foyer and a full refurbishment of the Fellowship Hall. We will continue to maintain these areas and make such other improvements as necessary.

The major project for the church facility in 2010 will be to undertake the improvements required to make the facility more accessible to the disabled. While this project stems from our requirement to comply with the DDA (Disability Discrimination Act), it is also part of our responsibility to ensure that the facility is accessible to as many people as possible. This is not simply a legal requirement but a responsibility we have as a church to be as inclusive as possible. Many of you will remember that this is a topic we have been addressing for some time.

The church originally created a development plan for the URC facility in 2005 in response to the DDA which required that all facilities which provided for public use develop a plan to comply with the requirements of the act. In the course of developing this plan, the ACL congregation elected to pursue a comprehensive plan, dealing not only with the access issues required by the act but also to expand and modernize the facility as a means to better meet the needs of the existing congregation and to attract more members. ACL then engaged an architect to develop a set of plans and worked with a quantity surveyor to estimate a budget. The congregation approved pursuing this plan and it was further approved by the URC.

Because the plan incorporated a significant change to the size and design of the facility, it required approval of Camden Council. It was during this process that difficulties first started to arise. Camden council indicated that they were not happy with the scale and design of the project and indicated that they would require several changes before they would consider approval of the plans. The church leadership worked with the architect to address these changes, including attending design meetings with the council and amending the plans to address their concerns but continued to meet firm resistance.

During this time, ACL called a new minister and the leadership of the ACL council changed. At the same time, ACL's financial position had deteriorated and the new council became concerned that the church was not strong enough to withstand the disruption caused by such a large project and the loss of Latchcourt income during the construction period (Latchcourt provides over 50% of the church's revenues). The new church leadership decided in April 2008 to abandon the original plans and create a less ambitious plan to focus on the access issues and deal with deferred maintenance items. An Access Audit was commissioned and conducted during the summer of 2008 to prioritize the required improvements. The results of the audit were incorporated into a new plan which was then presented to and approved by the church council and ultimately approved by the URC in the middle of 2009.

The Access Audit detailed the works required to bring the facility into compliance with the DDA. As the Act provides a minimum compliance, the report also provided other recommendations to improve the accessibility of the facility. At ACL's request, these items were assigned a priority ranking of 1, 2 or 3, with the highest priority items given a rank of 1. The budget to complete all of the works has been estimated at £200,000 with the highest priority items comprising £125,000 of that total. The works in the high priority category include:

- Powered door opening system at office entry with wheel chair accessibility
- Install stair-riser lifts from entry floor to vestibule and lower ground
- Standardized signage throughout the church which is clear, consistent and easily readable
- Create wheelchair accessible unisex WC
- Improve internal door opening systems to allow ease of movement inside the facility
- Install handrails at front steps and office entry
- Repair and repaint after completion of installation

The lower priority items include highlighting the nosing of various steps, handrails in less heavily trafficked areas, replace existing chairs with more disabled friendly models, amend printed materials etc.

Many of the items included above are discreet projects which can be completed individually. The current plan calls for a rolling completion dependent upon funding. We have committed funding for £60,000 (including the URC grant which allows us to install the lifts and repair and repaint in those areas after installation.) The second priority is the creation of the wheelchair accessible WC which will be undertaken once the necessary funds have been committed.

These works are expected to commence in March and continue as funds become available for the various components of the project.

Report from Latchcourt

Nick Basden

Latchcourt Limited delivered a very strong performance in 2009, with revenues of 190,000+ GBP, under the able management of Monty Strikes, the Latchcourt Business Manager.

Latchcourt maintained a healthy mix of clients throughout the year. Among our long-term clients, we welcomed back the kick boxing class, acting classes with Mr. Duvall of Transatlantic Films Ltd, amongst others. We also continued to benefit from a very buoyant West End in the form of bookings from major theatrical productions and companies, including The Royal Shakespeare Company's "Twelfth Night" starring Richard Wilson, and Guy Ritchie's "Sherlock Holmes" starring Robert Downey, Jr. and Jude Law. Lastly, we also made major progress in attracting television companies to the American Church in London via selective advertising in trade magazines.

The general trend that we recognized in client spending is that Latchcourt offered good value for money in the current economic environment. As a result, we were able to attract a number of higher spending, new clients throughout the year. We expect this trend to continue in 2010.

With regard to capital improvements, our major expenditures were limited to acquiring new public announcement (PA) equipment and painting one of the multi-use rooms on the basement level. We expect a quick return on these expenditures as we will no longer need to hire-in PA equipment for conferences and other events, and we can increase the rental fees on the freshly painted room, respectively. The improvements to the multi-use room will also benefit the church's youth ministry, as the room is used weekly for children's services.

In sum, 2009 was a very productive and prosperous year from Latchcourt Limited, and we remain hopeful for an equally positive return in 2010.

2010 Budget

For 2010, the council has recommended a budget with an increase in income vs. 2009, though not to anticipated 2009 budget levels. Program expenses are flat, and the outreach budget has been adjusted to conform to our tithing objective. Personnel spending has been increased by £9,000 to meet some increased costs in pastors' compensation, and we have increased the Facilities budget by £9,000 to fund some more maintenance and capital projects in our properties and at the church building. The Administration & Finance budget is lower this year to match 2009's actual spending.

The result is a balanced budget with income of £381,000 and outgoings of £375,000, which would produce a small operating surplus of £6,000 for the year.

Treasury and finance priorities for 2010 are to see if we can safely get a bit of return from our cash on hand and to do a better job of identifying and planning for capital spending needs in our facilities. Those of you familiar with our past budget format should be aware that we have eliminated about 10 lines in the budget to decrease the noise in the report and have moved our contribution to the URC's ministry and missions fund from the Facilities category to the Outreach category.

ACL Budget 2010 as recommended by Council

(£)
Income

Offerings:	
Pledges	120,000
Gifts -- Identifiable	30,000
Plate	15,000
Total Offering	165,000
Other:	
Gift Aid	34,000
Interest on cash balance	1,000
Latchcourt and property rental	180,000
Other Gifts	1,800
Total Other	216,800
TOTAL INCOME	<u>381,800</u>

(£)
Expenditure

Programs-Supplies:	
Christian Education	3,000
Fellowship	500
Membership & Evangelism	500
Music	1,000
Worship	3,000
Youth & Young Adults	1,000
Total Prog - Supplies	8,999
Outreach:	
Soup Kitchen	12,000
Pastoral Outreach	4,000
U.R.C. Missions Fund	18,500
Total Prog-Outreach	34,500
Programs-Personnel:	
Church Staff	73,000
Music	32,000
Pastors	87,000
Total Prog-Personnel	192,000
Facilities:	
Church & Flat expenses	55,000
Manse 1 Parkhill	20,000
Manse 2 Stuart Tower	5,000
Manse 3 Buckingham	10,000
Total Facilities	90,000
Admin & Finance:	
Church Insurance	9,000
Interest expense & Loan Service	-
Legal / Audit	7,200
Health and Safety	2,000
Office Expenses	23,000
Office Equipment	-
Depreciation & Amortization	9,000
Total Admin/Fin	50,201
TOTAL EXPENSES	<u>375,699</u>
Total Income less Total Expenses	6,100